

Warning! Exam Process to Find “The Best of the Best”

The next recruits working for Los Angeles County Probation represent the future leadership of the world’s largest Probation Department. Therefore it is essential that we hire only those who meet the highest standards for ethics, personal character, education and work/life experience. Only the ‘best of the best’ can take pride in knowing they were qualified enough to pass the rigorous “New Day” exam and background investigation process. You will be tested, interviewed and polygraphed. Yes, there is a polygraph exam. We also conduct an extensive background investigation. If you lie about any criminal history, personal affiliations and character issues, you will not be selected as one of our staff.

The Probation Department Human Resources Division and its Human Resource partners at the County also worked diligently to implement a more *objective* and less *subjective* examination process that would target “Probation’s Most Wanted”.

Here is an example of the “New Day” multiple hurdle tests. This example is for the entry level position of Detention Services Officer (content may change with different positions):

- 1st hurdle – Works Style Assessment (WSA) weighted 15% - measures characteristics such as, Achievement; Confidence and Optimism; Deductive Reasoning Ability; Independence; Influence; Professional Potential; and Reliability.
- 2nd hurdle – Juvenile Corrections Officer (JCO) weighted 60% - State-wide administered exam which test for Following Written Direction; Problem Solving; Reading Comprehension; Writing Clarity; Writing Detail; Accuracy; Work Attitude Survey
- 3rd hurdle – Structured Interview weighted 25% - measures the following Knowledge, Skills and Abilities such as: Emotional Control, Adaptability; Interpersonal Sensitivity; Objectivity/Tolerance; Listening Comprehension; Oral Communication; Selection Attention; Multi-tasking, and Applied Memorization.

New Background Process

As part of the Probation Department’s ongoing responsibility to hire the most qualified candidates, the Department has implemented additional background screening tools that include neighborhood canvassing and credit checks. With the implementation of these new screening tools, approximately 80% of the new hire candidates do not meet the new rigorous standards. In addition, the Department’s background process includes, but is not limited to, a Live Scan fingerprint check, interview and review of criminal history, use of narcotics, prior employment, candidate’s use of social media (Facebook, Twitter, etc.), tattoos, gang affiliation and DMV driving record. Each candidate must also pass a medical and psychological examination. The Department is currently reviewing additional screening tools that include a physical agility test and a pre-employment investigative questionnaire.

If you are selected, you will know that you are among the “best of the best”. Only those who know they will pass the highest ethical standards need apply: <http://dhr.lacounty.info>.

If you have any questions, please contact us for more information at 562-940-2569.